



NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY

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DEFENSE INTELLIGENCE SENIOR LEVEL VACANCY

Announcement No: HQ NGA DISL 2012-16

Opening Date: July 11 **Closing Date:** August 10

Position Title/Series: National Geospatial Intelligence Officer for China /Series IP-1301

Number of Vacancies: 1

Salary Range: \$119,554 -\$165,300 per year

Location: Springfield, Va., or St. Louis, Mo.

Area of Consideration: All Sources

How to Apply: TO BE CONSIDERED FOR THIS POSITION, FOLLOW THE DIRECTIONS BELOW. To receive **FULL** consideration, mail or hand deliver an **original and five stapled copies** of your current application. You must identify the position vacancy announcement number. There is no application of preference; therefore, an Application for Federal Employment (OF-612) or a resume may be used. **Certain information is required** to be submitted, e.g., full name, mailing address, phone numbers, e-mail address, social security number, country of citizenship, education and work experience, current salary, and highest federal civilian grade held. External applicants (if a current or former civilian government employee) should submit one copy of their most recent Notification of Personnel Action, SF-50 noting your current position, grade, and salary level. Permanently attach all components of each application package. Do not place application materials inside report covers or folders, or submit documents not specifically requested, as they will not be used in the evaluation process. **Faxed or e-mailed applications cannot be accepted.**

Applicants will be rated and ranked by an agency Qualifications Review Board using only the information submitted for consideration. Applicants who do not separately address and document their demonstrated experience, training, and/or education in support of the Intelligence Community Senior Officer Core Qualification Standard and Technical Qualifications will be ineligible for further consideration. Failure to provide all the required information and copies could result in an ineligible rating. Incomplete applications will not be considered.

Submit your application to: **National Geospatial-Intelligence Agency**
Mail Stop S45-HDE
7500 GEOINT Drive
Springfield, VA 22150-7500

Applications must be received by the closing date. A postmark will **NOT** prevail. Applications will **NOT** be returned. Please reference announcement number shown above.

Joint Duty Credit: All NGA executive level positions require Joint Duty credit. Employees will receive joint duty credit for almost any service or rotational assignment that was at least at the GS/GG-13 or DCIPS Pay Band 3 level, and generally for at least one year, or for 179 days or more when deployed to a designated combat zone on or after September 11, 2001.

Note: Employees without Joint Duty credit may apply for the position and can be considered. If selected a waiver would be required prior to final appointment. An external candidate, if selected, will be required to provide proof of Joint Duty credit or immediately apply for Joint Duty credit prior to EOD. NGA seniors without Joint Duty at the same tier level may lateral into the position if selected without requesting a waiver.

Basic Duties and Responsibilities: The National Geospatial Intelligence Officer for China serves as the single focal point within NGA for the integration of activities related to China, as well as the Director of NGA's representative and substantive expert on the issue. The incumbent serves as NGA's focal point on strategic intelligence, policy issues, and coordination of operational planning related to China, to include finished analytic Community reports such as National Intelligence Estimates and Sense of Community Memorandums. The incumbent coordinates across NGA and the National System for Geospatial-Intelligence to ensure that GEOINT is positioned to contribute to the fullest extent against Mission Objectives outlined in the National Intelligence Strategy, and that GEOINT resources are aligned against the priorities outlined in the Unified Intelligence Strategies and the National Intelligence Priority Framework. The incumbent articulates and champions the full range of partner and customer information needs and requirements, and identifies key intelligence problems and recommends relevant collection and analysis priorities. The incumbent coordinates NGA responses to National/IC/DOD stakeholder inquiries related to China. The incumbent provides recommendations to NGA senior leadership on investments or initiatives that will improve mission accomplishment, and priority requirements for advanced research and development related to China. The incumbent serves as NGA's Senior Representative to establish and maintain working relationship with DNI's National Intelligence Manager for China and the National Intelligence Officer for China and other senior-level officials within the IC, policy making and war-fighting communities. The incumbent will lead development and execution of a Program of Analysis that focuses NGA and the NSG/Allied System of Geospatial Intelligence analysis and production within their regional or functional expertise, and integrate the plan across NGA. The incumbent ensures a high level of analytical integrity and rigor in NGA analysis and serves as a professional and substantive role model, both as an intelligence officer and a senior leader. A key role for the incumbent will be the coordination of cross unit analytic issues to ensure agency and NSG products are fully vetted and meet analytic standards. The incumbent promotes strategies and analytic techniques that ensure analysts employ all relevant sources to achieve critical analytic outcomes to include advanced techniques and new sources. The officer also employs and incorporates innovative technologies and tools and leverages new systems in ensuring the Agency is at the forefront of applying the latest capabilities.

Intelligence Community (IC) Senior Officer Core Qualification (SOCQ) Standard - Leading the Intelligence Enterprise: Required for all positions effective 1 October 2010. This SOCQ Standard involves the ability to integrate resources, information, interests and activities effectively in support of the IC's mission and to lead and leverage cross organizational collaborative networks to achieve significant mission results. Inherent to this Standard is a deep understanding of the intelligence enterprise (or other comparable interagency or multi-organizational environment) and a shared commitment to the IC's core values. (Include as separate attachment **one page maximum per competency**)

1. **Collaboration and Integration:** IC Senior officers have a responsibility to share information and knowledge to achieve results, and in that regard are expected to build effective networks and alliances; actively engage these peers and stakeholders; involve them in key decision; and effectively leverage these networks and alliances to achieve significant results. Senior officers are expected to create an environment that promotes employee engagement, collaboration, integration, information and knowledge sharing, and the candid, open exchange of diverse points

of view. Candidates assessed against this competency must:

- Build, leverage, and lead collaborative networks with key peers and stakeholders across the IC and/or in other government/private-sector organizations, or professional/technical disciplines to achieve significant joint/multi-agency mission outcomes.
 - Integrate joint/multi-agency activities effectively exercising collaborative plans that realize mutual IC, joint, or multi-organizational goals.
2. **Enterprise Focus:** IC Senior officers are expected to demonstrate a deep understanding of how the missions, structures, leaders, and cultures of the various IC components interact and connect; synthesize resources, information and other inputs to effectively integrate and align component, IC, and USG interests and activities to achieve IC-wide, national, and international priorities. Senior officers are expected to encourage and support Joint Duty assignments and developmental experiences that develop and reinforce enterprise focus among their subordinates. Candidates assessed against this competency must:
- Understand the roles, missions, capabilities, and organizational and political realities of the intelligence enterprise; apply that understanding to drive joint, interagency, or multi-organizational mission accomplishment.
 - Understand how organizations, resources, information, and processes within the IC or interagency/multi-organizational environment interact with and influence one another; apply that understanding to solve complex interagency or multi-organizational problems.
3. **Values-Centered Leadership:** IC Senior officers are expected to personally embody, advance and reinforce IC core values. Senior officers are also expected to demonstrate and promote departmental and/or component core values. Candidates assessed against this competency must demonstrate:
- A **Commitment** to selfless service and excellence in support of the IC's mission, as well as to preserving, protecting, and defending the Nation's laws and liberties;
 - The integrity and **Courage** (moral, intellectual, and physical) to seek and speak the truth, to innovate, and to change things for the better, regardless of personal or professional risk;
 - **Collaboration** as members of a single IC-wide team, respecting and leveraging the diversity of all members of the IC, their background, their sources and methods, and their points of view.
 - Promote, reinforce, and reward IC, departmental/component core values in the workforce and ensure that actions, policies, and practices are aligned with, and embody those values.
 - Ensure that organizational strategies, policies, procedures, and actions give appropriate focus, attention, and commitment to diversity of people, point of view, ideas, and insights.

Position Demands: This executive level position requires the ability to develop, implement, and sustain a vision integrating new sources, sensors, concepts and processes to advance GEOINT operations. Direct experience with the Intelligence Community and/or military customers is highly desired. Must be able to make significant contributions to the advancement

of the field as evidenced by previous, documented efforts. Educational background to include a bachelor's degree or higher in a pertinent discipline is required. A post-graduate degree in a pertinent discipline is desirable but not required.

Note that you may be required to relocate in the future, based on mission need, nature of work performed by NGA, and the needs of NGA partners worldwide.

Technical Qualification Requirements: Applicants will be rated on the “Specialized Experience” requirements and “Additional Factors” identified below which are essential for successful performance in the position. These statements should be included as separate attachments (**not to exceed 2 pages for Specialized Experience and 1 page for each Additional Factor**) and are a narrative explanation of your relevant background and experience. These statements must show that your experience, education, and accomplishments reflect the competence and professional standing required to provide expertise required by this position. Technical Qualification Statements that do not clearly address the qualification criteria will not be adequate for evaluation. (A recommended approach for addressing the Technical Qualifications is provided at the end of this vacancy announcement.)

A. Specialized Experience: Candidates must have at least three years of specialized experience related to the duties and responsibilities described above and demonstrate an expert level of knowledge of geospatial intelligence. This experience must demonstrate that the candidate has the ability to originate, seek out, and manage complex projects and programs, to include teamwork, resources, and processes.

B. Additional Factors: The following will be considered in determining the candidate's qualifications:

1. Broad understanding of the Department of Defense and its policies, programs and subordinate organizations to include the Office of the Secretary of Defense, the Joint Staff, the Joint Commands, the Military Services, and the Defense Agencies.
2. Broad understanding of the Office of the Director of National Intelligence and its policies, programs and activities across the Intelligence Community.
3. Expert knowledge of GEOINT operations including understanding of requirements, collection, exploitation, and dissemination, to include national imagery, Overhead Persistent Infra-Red (OPIR), airborne, commercial, and foreign sources.
4. Expert knowledge of multi-intelligence approaches to problem solving and integration of multiple collection sources and disciplines in support of analysis.
5. Demonstrated ability to operate in and adapt to an environment of shifting priorities and ops-tempo and deliver under pressure, while maintaining analytic quality and sound judgment.

List of Publications: Provide a list of publications or papers you have authored with title, date, and any co-authors, and state the impact on the scientific, technical and/or intelligence community.

Evaluation Methods: Applicants will be evaluated based on job-related criteria identified under the Qualification Requirements by a screening panel of senior representatives with functional backgrounds relevant to this position. Interviews may be conducted.

Security Clearance and Access Level: This position requires access to classified Defense Department and Intelligence Community information. The individual selected must already possess, or be immediately eligible for, a TOP SECRET security clearance and access to Sensitive Compartmented Information. U.S. citizenship is required for the granting of a security clearance.

Other Requirements:

1. Applicant selected for this position is subject to the completion of a one-year probationary period in conjunction with the appointment at the DISL level. (Applicants selected from outside NGA are subject to the completion of a two-year probationary period associated with their initial appointment to the Agency.)
2. This position is covered under the Ethics in Government Act of 1978 (P.L. 95-521). Incumbent is required to file an Executive Personnel Financial Disclosure Report(SF-278) with the NGA Office of General Counsel.
3. State the lowest pay you will accept and current base salary.
4. Provide the name, address, and telephone number of three references to substantiate your qualifications.
5. Employment is subject to requirements of the NGA Drug Testing Program.
6. You may be required to successfully complete a polygraph examination for the position you applied for and/or for any future position(s).

Other Information:

1. Permanent Change of Station (PCS). Travel/Transportation expenses are authorized.
2. Veteran's preference does not apply to the Senior Executive Service.
3. Copies of this announcement and other general information may be obtained through the NGA's website <https://www1.nga.mil/Careers/CareerOpp/Pages/CareersOpp.aspx>, as well as OPM's www.usajobs.gov, or by calling (571) 557-4370/3962/3932.
4. Use of postage paid Government agency envelopes to file job applications is a violation of Federal law and regulation.

The National Geospatial-Intelligence Agency is an Equal Opportunity Employer. All qualified applicants will receive consideration for appointment without regard to race, age, religion, color, national origin, sex, marital status, sexual orientation, handicap, lawful political affiliation, or any other non-merit factor. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

The following approach is recommended for addressing Technical Qualifications:

Provide a brief summary of your professional experience before describing the "Specialized Experience" requirements. Provide sufficient examples of your accomplishments and explain the accomplishments in terms of the following three elements: (1) Identify specific projects and **activities** in which you participated and describe what you did; (2) Describe the **context**, or environment, within

which these activities occurred, mention other individuals (by title) or groups involved; and (3) Explain the **outcomes** of your actions, these outcomes should reveal the quality and effectiveness of your contributions and demonstrate your ability to achieve results.

Your Technical Qualification Statements should include evidence of the senior scientific/technical/management experience and professional credentials needed to perform the duties of the position and contain enough examples to provide a sound basis for assessment of your qualifications.